



Forts McPherson and Gillem

Strategic Plan Rollout, Funding Guidance, and Base Realignment and Closure Update

Colonel Angela Manos-Sittnick
Garrison Commander

8 Jun 06

Our Mission: *An installation that provides continued quality support and service to our military family through transformational leadership, management, innovation, and technology during the BRAC transition process.*

Proudly Serving Tomorrow's Army . . . Today!



AGENDA



- **Strategic Plan**
- **Funding Guidance**
- **BRAC Update**
- **Conclusion**
- **Questions**



STRATEGIC PLAN



STRATEGIC PRIORITIES



- 1. Support our customers' mission readiness.**
- 2. Provide a balanced approach to facilities, programs and services to our customers within available resources.**
- 3. Develop a Human Resource Plan that balances the organization's skills and strength requirements with the needs and well-being of the workforce.**
- 4. Implement BRAC requirements.**



GARRISON MISSION

The USAG Fort McPherson supports organizational, Soldier, civilian, and family readiness, while implementing BRAC 2005 requirements and mitigating impacts on the installation and local communities.



CORE VALUES AND GUIDING PRINCIPLES

- **COMPETENCE** - Having required ability or qualities to accomplish the mission.
- **HONOR** - Live up to all the Army values.
- **RESPECT** - Treat people the way you want to be treated.
- **PERSONAL COURAGE** - Persevere in the face of fear, danger, or adversity
- **COMMITMENT** - Dedication to accomplish the mission.
- **DUTY** - Fulfill your obligations.
- **INTEGRITY** - Do what's right, both legally and morally.
- **SELFLESS SERVICE** - Put the welfare of the nation, the Army, the Garrison and others before your own.
- **LOYALTY** - Bear true faith and allegiance to the Constitution, the Army, the Garrison, and other Soldiers and civilians.
- **EXCELLENCE** - Provide outstanding, quality service.



GARRISON GOALS

- **Goal 1: Sustain Mission Support, Readiness and Customer Services.**
- **Goal 2: Close Fort McPherson, Close Fort Gillem while supporting the transition to an enclave, and transfer Lake Allatoona in accordance with BRAC 2005 requirements.**



OBJECTIVE CATEGORIES

- 1: Human Resources (HR)**
- 2: Resource/Financial Management**
- 3: Programs, Services, and Customer Focus**
- 4: Facilities, Equipment, and Infrastructure**
- 5: Operations and Support Functions**
- 6: Technology, Automation, and Telecommunications**
- 7: Command Information and Knowledge Management**



HUMAN RESOURCE FOCUS



- **Individual Development Plans (IDPs): Identify training needs using IDPs**
- **Vacancies: Identify, recruit and fill vacancies in a timely manner**
- **Training: Continue training in accordance with established training plan**
- **EEO: Maintain and sustain a viable EEO Program**
- **Workforce: Maintain unit cohesiveness and employee well-being**



HUMAN

RESOURCES

- **Personnel Transition Team:** Coordinate BRAC initiatives
 - Placement
 - Transition
 - Priority Consideration
- **Key Positions:** Identify key positions to be retained within the Garrison through closure
- **VERA/VSIP Plan:** Develop plan with directorates and staff offices while awaiting approval from higher headquarters.
- **Garrison AF and NAF Personnel:** Identify and complete all AF and NAF HR personnel requirements for closure
- **Fort Gillem/Enclave HR:** Identify and complete all AF and NAF HR personnel requirements for the closure of Fort Gillem and to support the establishment of the Enclave, in coordination with the CPAC.



RESOURCE / FINANCIAL MANAGEMENT FOCUS

- **Review and update Support Agreements and service contracts**
- **Prioritize Program Funding**
- **Develop/track/report BRAC financial requirements**
- **Conduct quarterly PMR/PIR**
- **Develop plan for closing and/or transferring APF & NAF accounts**
- **Develop civilian retention incentives plan**
- **Develop master tenant list**
- **Identify Enclave support requirements**



PROGRAMS AND SERVICES

- **Sustain Soldier Readiness**
 - FCP, CTT, APFT, SRP
- **Sustain Family Readiness**
- **Sustain MWR and base Programs and Services**
- **Develop plan to sustain services and operations**
- **Develop transition plan for Soldier/Civilian support**



FACILITIES, EQUIPMENT, AND INFRASTRUCTURE

- Process and complete work requests within established standards
- Develop a facility maintenance priority schedule
- Manage utilities and privatize as soon as possible
- Track and correct new / open Notifications of Violation
- Ensure property control / inventory / turn-in
- Consolidate facility usage to reduce sustainment costs and gain utilities savings
- Divest installation facilities and property as soon as possible to gain savings



OPERATIONS AND SUPPORT FUNCTIONS FOCUS



- Establish and maintain mutual aid agreements and other partnerships through closure.
- Evaluate ACP manning levels w/in force protection requirement
- Plan and conduct physical security and fire prevention inspections.
- Complete M2CC personnel conversions for PMO positions.
- Conduct Police and Fire proficiency training.
- Mitigate risks identified in F&ES risk assessment.
- Evaluate and provide assistance in managing organizational safety programs.
- Identify requirements for the Enclave



TECHNOLOGY, AUTOMATION, AND TELECOMMUNICATIONS



- **Stand-up a Garrison network and transition all Garrison services**
- **Ensure Visual Information Services customers receive on time/quality service**
- **Provide high quality and reliable Video Teleconference (VTC) services**
- **Insure all customers transition to new locations with appropriate IT support**
- **Disestablish IT equipment when units depart and process for disposition**
- **Ensure all telecommunication circuits are transferred or disconnected**
- **Coordinate and establish as required the communications infrastructure to support the enclave**



COMMAND INFORMATION AND KNOWLEDGE MANAGEMENT

- **Implement applicable Lean Six Sigma criteria, as needed.**
- **Implement APIC Category 4 data collection and knowledge management criteria for customer feedback.**
- **Fully implement, track, and review Strategic Plan.**
- **Link Strategic Plan to funding.**



FUNDING GUIDANCE



VCSA FUNDING GUIDANCE

➤ Beginning 26 May:

- **Order only critical parts and supplies**
- **Postpone or cancel all non-essential travel, training, and conferences.**
- **Stop shipment of goods unless necessary to support deployed forces or units with deployment date.**



VCSA FUNDING GUIDANCE

(Continued)

➤ Beginning 6 June:

- Hold all civilian hiring actions
- Postpone summer hires until receipt of supplemental (Fort McPherson is following FORSCOM lead and stopping it this year).



VCSA FUNDING GUIDANCE

(Continued)

➤ Beginning 15 June:

- Release all OMA funded temp civilian employees.
- Freeze all contract awards and new task orders on existing contracts.
- Process solicitation of new contracts only up to the point of award.
- Suspend the use of government purchase cards (IMPAC).



VCSA FUNDING GUIDANCE

(Continued)

➤ **Beginning 26 June:**

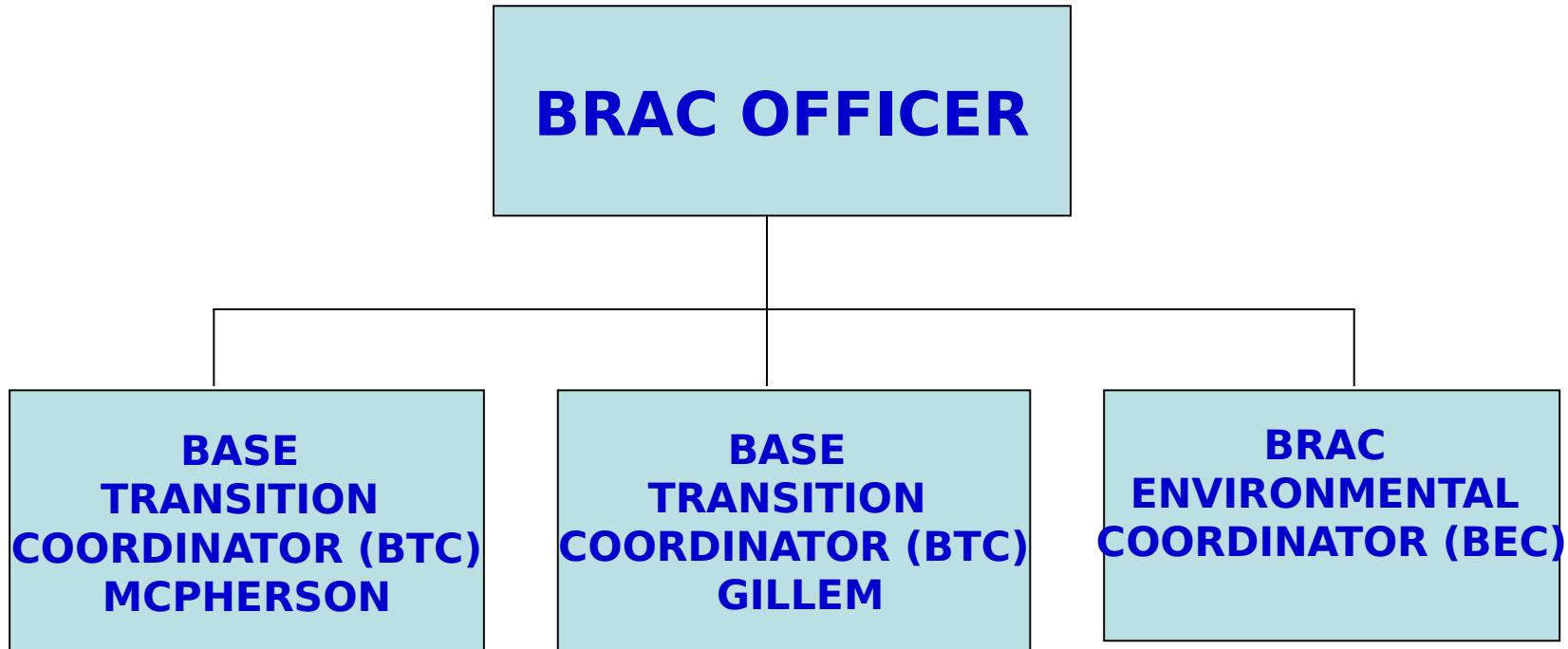
- **Release contract employees, to include recruiters**
- **TRADOC, ASA(M&RA), & DA G1 will look at trimming MILPERS expenditures.**



BRAC UPDATE



GARRISON BRAC OFFICE





ROAD TO CLOSURE



FY05

FY06

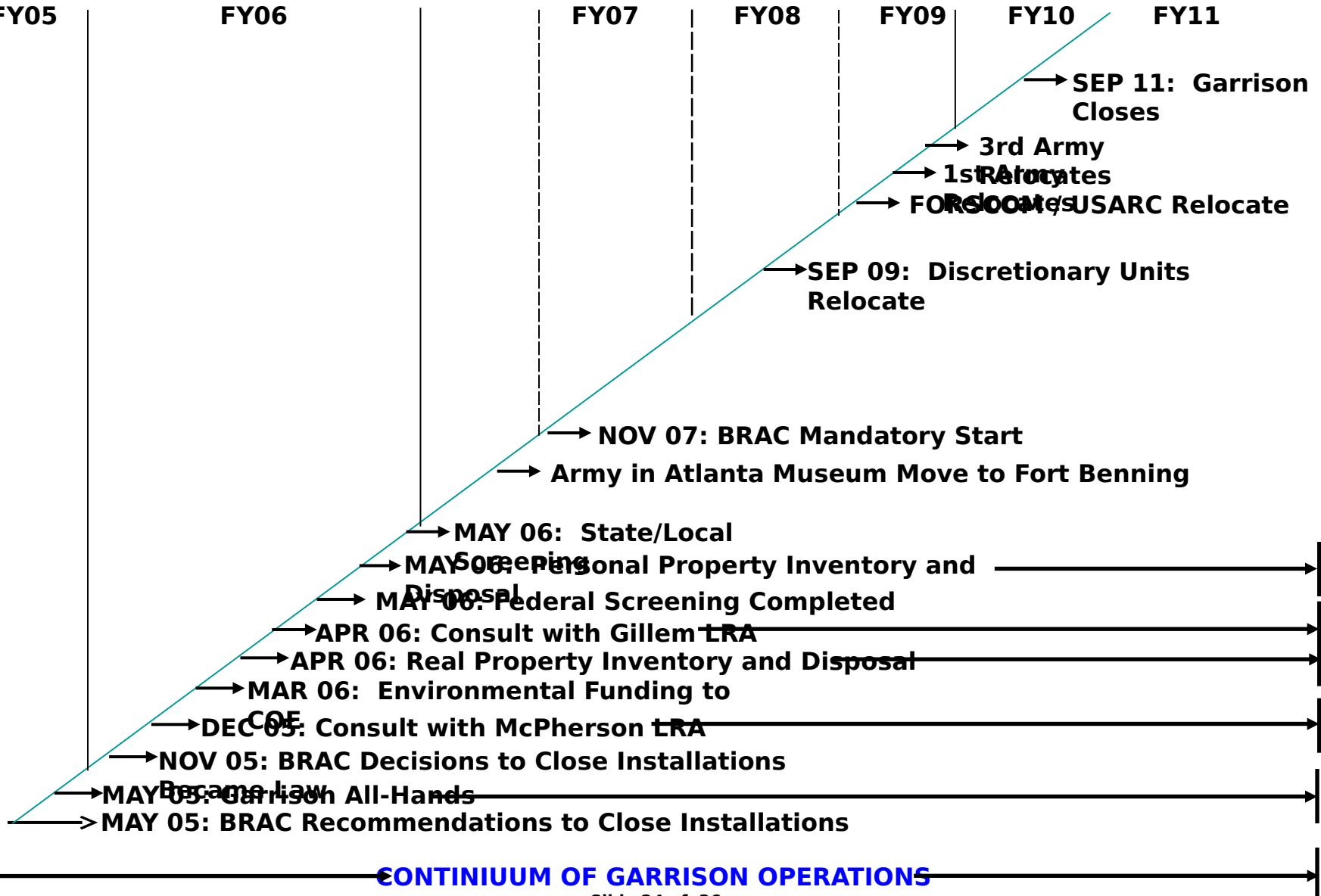
FY07

FY08

FY09

FY10

FY11

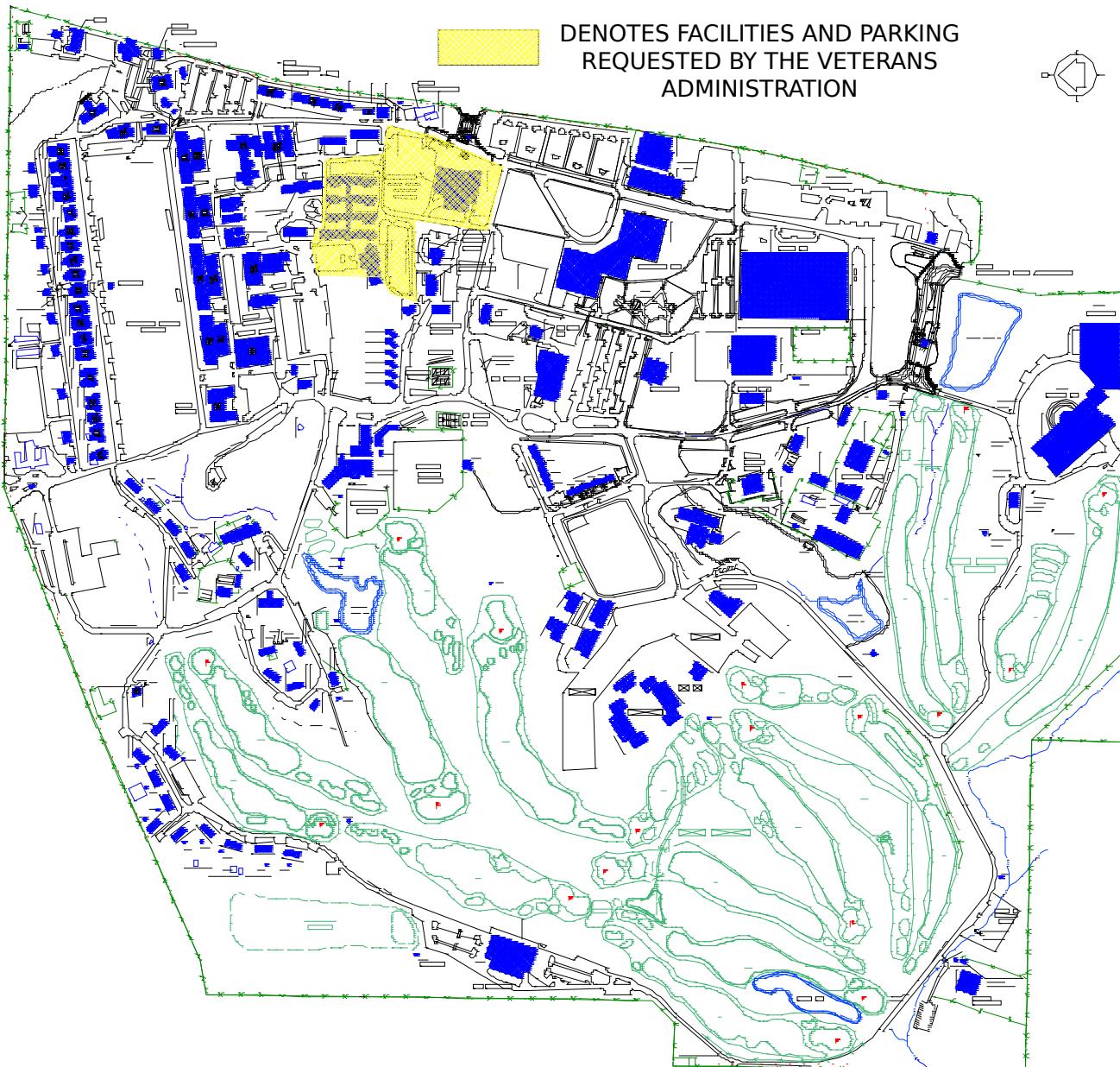




FORT McPHERSON

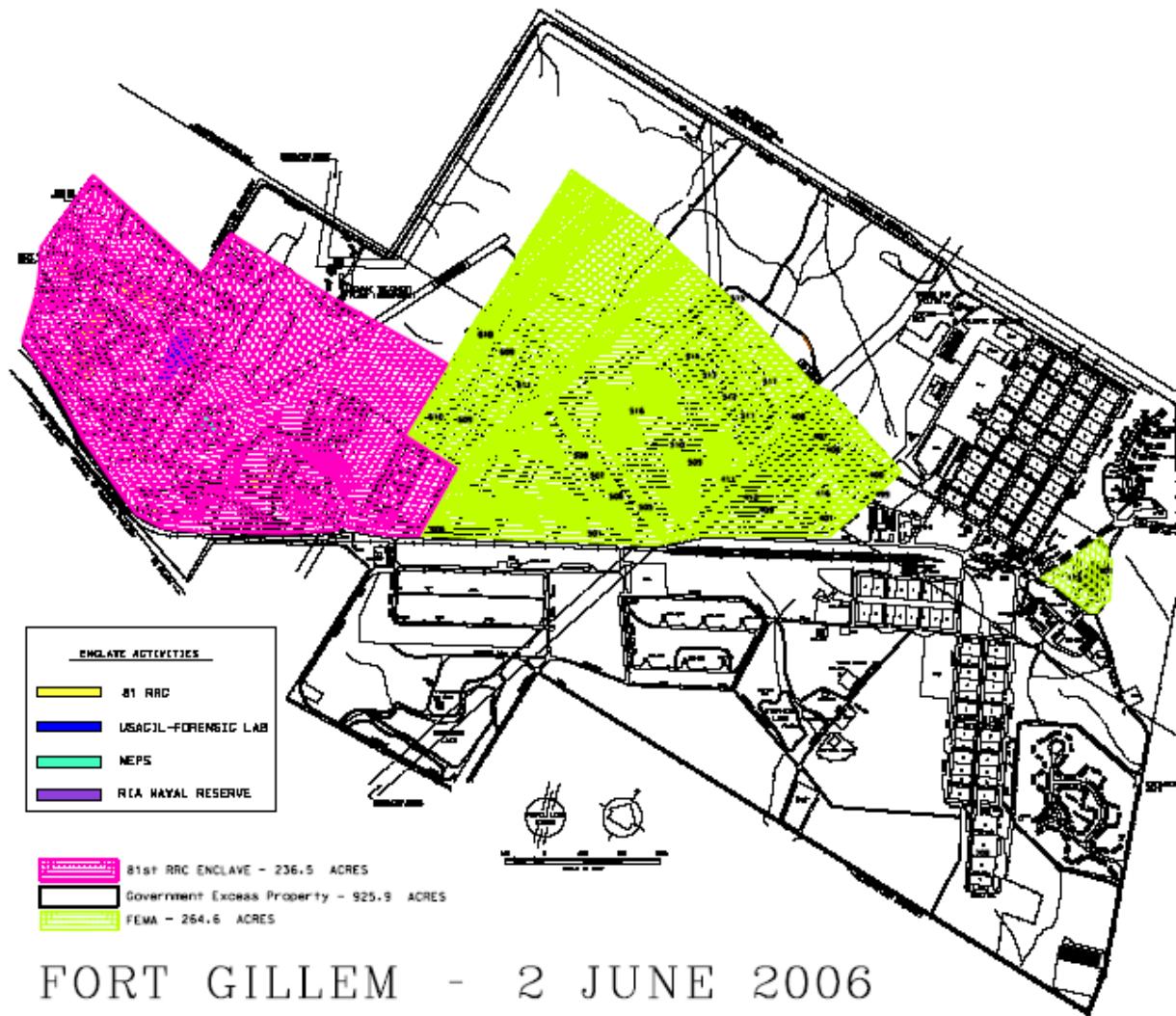


DENOTES FACILITIES AND PARKING
REQUESTED BY THE VETERANS
ADMINISTRATION





FORT GILLEM PROPOSED ENCLAVE AND FEMA





PERSONNEL



DoD and other Federal agencies offer various types of assistance for civilian employees.

- **Job Placement Programs**
- **Benefits and Entitlements**
- **Leave Carryover**
- **VERA Screening**



EMPLOYMENT INFORMATION

➤ Kiosk at Fort McPherson Library

- Offers on-line access to employment opportunities through the Atlanta Journal Constitution (AJC)
- Users can view, print, and apply for jobs
- Library Hours of Operation:
 - Monday - Friday, 1000 - 1800
 - Saturday, 1000 - 1600
 - Sunday and Holidays, Closed



EMPLOYMENT INFORMATION

Information on workshops are published in the Sentinel, sent through e-mail, and distribution.

- **12 Jun 06, 0900-1100, Bldg 62, Understanding Resumix**
- **12 Jun 06, 1200-1400, SBA Programs and Services**
- **22 Jun 06, 0900-1300, Commons, Job Fair**
- **23 Jun 06, 0900-1130, Post Theater, Marketing Yourself for a Second Career**
- **23 Jun 06, 1300-1500, Bldg 62, Franchising**
- **10 Jul 06, 1200-1400, Business Plans and Developments**
- **28 Jul 06, 1300-1500, Career / Self Assessments**
- **29 Sep 06, 1300-1500, State Database Resume**



EMPLOYMENT INFORMATION POINTS OF CONTACT



- **Army Community Service: Daniel Adams**
(404) 464-3266, Daniel.Adams@forscom.army.mil
- **ACAP Center: George Bullock**
(404) 464-2129, bullockg@forscom.army.mil
- **Georgia Department of Labor: Lawrence Taylor,**
(404) 464-2197, lawrence.taylor@dol.state.ga.us



MEDICAL SUPPORT

- Lawrence Joel AHC will remain open until installation closure
- TRICARE will be available to all beneficiaries remaining in Atlanta-area (Atlanta TSC will remain)
- Pharmacy
 - Local DOD facility may still support (TBD)
 - Mail-order (TMOP)
 - Retail
 - Travel to Ft Gordon / Ft Benning
- POC: MAJ Letizio (404) 464-2350



BRAC CHALLENGES



- **Maintaining adequate Garrison staffing**
- **Determining**
 - **Final movement schedules and locations**
 - **Disposition of Lake Allatoona**
 - **Disposition of the Commissary and AAFES**
- **Transitioning the Army in Atlanta Museum**
- **Maintaining property accountability and disposal**
- **Obtaining funding**



FINAL BRAC THOUGHTS



- **The media cannot do standup interviews on Army property.**
- **Garrison Commander and Garrison Public Affairs Office (PAO) are points of contacts for official installation BRAC information**
- **Please report suspicious activities to the MPs**
- **We must continue to be vigilant in the face of BRAC and not lower our guard in FORCE PROTECTION**



CONCLUSION

- Stay focused on our strategic priorities
- Not a short term funding problem
- Army has many competing priorities; all underfunded
- Continue to seek efficiencies and cost saving initiatives
- Operate as a Garrison for as long as needed to complete all BRAC actions
- Hold core staffs and functions together for the duration
- Support the incoming Garrison Commander



QUESTIONS



BRAC INFORMATION

- Refer BRAC questions to
 - Garrison PAO: (404) 464-2446
 - Garrison Hotline: (404) 469-5959
- Obtain information on BRAC Websites:
 - <http://www.mcpherson.army.mil>
 - <http://www.mcpherson.army.mil/cpac/>
 - <http://www.hqda.army.mil/acsim/brac/braco.html>
 - <http://www.defenselink.mil/brac>
- E-Mail address for Forts McPherson / Gillem BRAC questions: